



santa rosa junior college
All Faculty Association

*AFA is working for you.
The strength of faculty working together.*

EXECUTIVE COUNCIL MEETING MINUTES

January 24, 2024

(Approved by the Executive Council on February 14, 2024)

Executive Councilors present (noted by *):

* Sean Martin, <i>presiding</i>	* Brenda Flyswithawks	* Venona Orr	* Ivan Tircuit
* Ashley Arnold	* Amanda Greene	* Jessie Paisley	* Carlos Valencia
* Marc Bojanowski	* Steven Kessler	* Salvador Rico	* Sarah Whyllly
* Bita Bookman	* Dawn Lukas	* Emily Schmidt	* Patsy Young
* Wayne Downey	* Siobhan McGregor-Gordon	* Christie Soldate	

Negotiators/Appointed Positions present: K. Frindell Teuscher, Mark Ferguson

Staff members present: Stephanie Simons

The meeting was called to order at 3:00 p.m. in Emeritus 1529, on the Santa Rosa campus and via Zoom conferencing.

CLOSED SESSION REPORTS

1. **Negotiations Report**. This report and discussion were conducted in Closed Session.
2. **Conciliation/Grievance Report**. This report and discussion were conducted in Closed Session.
3. **Cabinet Report**. This report and discussion were conducted in Closed Session.

Closed Session adjourned at 4:00 p.m.

OPEN SESSION

Open Session reconvened at 4:02 p.m.

MEMBER CONCERNS

1. **Request to update online evaluation system**. A Council member presented a concern from a member who expressed concern about how online evaluations are conducted. The member requested that the process for conducting online evaluations be examined and updated.
2. **Professional development reporting**. A member explained that professional development reporting continues to be completed through SIS. Because SIS is being replaced, there is little to no IT support for the program and its reporting features. The member asked for faculty patience when requesting assistance with the program. The planned replacement program does not have the same reporting feature. There is a concern that Administration will suggest faculty use a free program that is offered through the Chancellor's office. Using the Chancellor's program will take away local control and allow the Chancellor's office to send push notifications for their own professional development offerings. This issue needs a solution to address the impending issues now, rather than waiting until the new program is active.
3. **Support for CSU Strike**. An officer reported that colleagues at SSU and other Cal State University campuses were on strike for one day. They successfully negotiated a tentative agreement with their District. Several SRJC colleagues were able to join on the picket lines supporting the CSU faculty.
4. **AFA Strike Fund**. A Councilor requested to know why the AFA Strike Fund is listed at zero on the Treasurer's Report (see Treasurer's Report section for AFA response).
5. **Recognizing enrollment**. A Councilor requested clarification on how enrollment is counted because enrollment appears to be increasing for Petaluma, in particular for online courses.

6. District announcement for a new DRD Manager. A Councilor presented a question from a member who asked why the District is hiring more managers, in particular when the department chair is tasked with similar, if not identical, job responsibilities.
7. Safe space for members of affinity groups. A member requested AFA work to create a safer campus for members of affinity groups, especially second language people and queer people.
8. Eliminate WEP/GPO with Social Security Fairness Act 2023. A Councilor read an emailed request from a member: "The WEP/GPO is going to KILL my social security check. Jared Huffman and 300 other bipartisan House members co-sponsored HR82 in 2023 to get rid of it. Diane Feinstein and 50 bipartisan Senate members co-sponsored S597 in 2023 to get rid of it. Both bills are stalled. Jared Huffman's office does not return my calls or email. Can AFA and parent union put pressure to move this forward?"
9. Faculty parking issues. A Councilor reported on behalf of a faculty member their concerns about parking in light of construction projects. The member is dismayed with the difficulty experienced with finding parking near their instructional duties. Now with changes resulting from ongoing construction, the problem is exacerbated by a dearth of available parking spaces. The member requested that AFA work with the District to remedy the problem.

MINUTES

A motion was made and seconded to approve the minutes from the November 29, 2023 Executive Council meeting (19 in favor, 0 opposed, 0 abstentions). (Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml>).

A motion was made and seconded to approve the minutes from the November 29, 2023 General Membership meeting (19 in favor, 0 opposed, 0 abstentions). (Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml>).

DISCUSSION ITEMS

1. CCCI Spring Conference Attendees (April 25-27)

Sean explained that CCCI will host the spring conference in Berkeley. The conference focuses on issues relevant to independent community college unions in California, and includes seminars from two legal consultants, and state-level government officials. AFA covers expenses for four persons, two of whom are designated by position. The selection process can be viewed in the [Professional Conference Policy](#). In addition to this policy, and after comparative analysis with other CCCI unions, AFA's budget can support registration and mileage for additional persons. Sean asked those with interest to raise hands or send interest to the AFA office.

- Questions & Comments
 - Q: How many extra persons might be supported?
 - ⇒A: Currently, the budget surplus allows for two but it may be possible to extend beyond that.
 - C: This conference is enjoyable and informative for all levels of interest in union work, not just officers and negotiators.
 - C: Attending CCCI has benefited some individuals, including Wayne Downey, who was featured in a FACCC [podcast](#) after cultivating relationships with FACCC representatives attending a CCCI conference.

2. AFA Leadership Elections

Sean thanked all who submitted nominations. Statements were made available to Councilors in the packet. The process developed by the Elections Policy Workgroup guides the election, and features AFA's first attempt at electronic voting. Previously, uncontested elections were approved by a show of hands. The new policy allows for an affirmative vote for a candidate or an abstention. The abstention counts for the quorum, but does not count for or against a candidate because it is not included in the denominator of the total number of participating voters.

- Ballots were delivered by email directly following the meeting, with a seven-day voting period.
- Questions & Comments
 - Q: Is there a write-in option?
 - ⇒A: Previously, a write-in option was possible because of the extended nomination period which allowed nominations up to the moment of the vote. This is no longer a component of the policy.
 - Q: Who is eligible to vote?
 - ⇒A: The election is open to Councilors, and is an internal election for officers. It is not open to members.

- C: The ballot requires an answer to each question. Choosing to abstain allows the question to be answered.

3. One-semester Contract Councilor Vacancy, Fall 24

Sean announced a contract Councilor Vacancy for Fall 24. Three faculty members applied. The candidates were shown on screen for the Council. Sean asked the Council to discuss whether to appoint a candidate or send the vacancy to an election.

- Several Council members expressed support for sending the vacancy to the membership for an election because the position was contested.
- Clarification was provided regarding the process of appointment versus election.
- A motion was made and seconded to move this Item to an Action Item.

4. AFA Representatives to District-wide Committees: District Education Plan Workgroup (DEPW)

Sean explained that the District formed the DEPW to inform the Strategic Plan. AFA may appoint one faculty member to the committee. The District will pay all associate appointees. The committee will have weekly hour-long meetings throughout the spring and fall semesters. Meeting days will be determined after all appointments are made.

- Sean called for nominations.
- The following nominations were made:
 - Sarah Whyllly
 - Siobhan McGregor-Gordon
 - Emily Schmidt
- A motion was made and seconded to move this Item to an Action Item.

ACTION ITEMS

1. One-semester Contract Councilor Vacancy, Fall 24

- This Item was moved from a Discussion Item.
- A call was made for further discussion.
- There being no further discussion, a motion was made, seconded and approved by unanimous show of hands to send the vacancy to the membership for an election.

2. AFA Representatives to District-wide Committees: DEPW, DFAC

- This Item was moved from a Discussion Item.
- A motion was made and seconded to conduct a vote of the Council by paper ballot.
- A call was made for further comments. There being none, a vote of the Council was conducted.
- The Council voted to appoint Sarah Whyllly to DEPW (9 votes in favor).
- The DFAC committee appointment Item was moved from a Discussion Item on November 29, 2024.
- The following persons were nominated for DFAC:
 - K. Frindell Teuscher
- A call was made for further nominations and discussion.
- There being no further discussion, a motion was made, seconded and approved by unanimous show of hands to appoint K. Frindell Teuscher to DFAC.

OTHER REPORTS

1. President's Report. This report was postponed.

2. Treasurer's Report. Siobhan reported the status of the budget for Quarters one and two of the 2023-24 fiscal year.

- The budget anticipates:
 - Approximately \$10,000 more revenue from associate faculty load and contract faculty overload.
 - Approximately \$3,000 savings in the wages of the Administrative Director
 - Approximately \$63,000 more revenue than expenditures.
 - At The End of Year there should be \$75,000 more revenue.
- Siobhan announced a plan to develop a workplan for fund allocations. She hoped to collaborate with other independent unions at the CCCI Conference.
 - Q: Why does the AFA Strike Fund have a zero-dollar balance? (brought forth from Member Concerns).
 - ⇒ A: Luther Burbank Savings (LBS) held the Strike Fund. LBS could not accommodate AFA's policy requiring dual signatures on transactions. The account with LBS was closed and the

money moved to Exchange Bank temporarily. The money from that fund will be invested in CDs through another institution, yet to be determined.

Sean remarked he hoped the FACCC campaign will be successful. He encouraged all members to take part in the referendum so that the membership with FACCC is an expression of the will of the body.

The meeting was adjourned at 5:00 p.m.

Minutes submitted by Stephanie Simons.